Research Proposal of the Thesis entitled

Impact of Organizational Climate on Job Motivation and Psychological Well-Being among Medical Professionals

Submitted By

Shubhangi Moghe

Enrollment No.- 202306020013

Research Scholar

Unitedworld School of Liberal Arts and Mass Communication

Under the Guidance of

Dr. Shaili Misra

Associate Professor

(Psychology)

Unitedworld School of Liberal Arts and Mass Communication

Karnavati University, Gandhinagar

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Introduction:

Organizational climate among medical professionals is a critical area of study due to its profound impact on their performance, motivation , and overall well-being . Medical professionals work in high-pressure environments where decisions can mean life or death, making the organizational atmosphere a key factor in their ability to deliver quality care. A positive organizational climate fosters collaboration, trust, and job satisfaction, which are essential in the healthcare sector to ensure seamless teamwork and effective communication. Conversely, a negative climate can exacerbate stress, lead to burnout, and compromise both the mental health of medical staff and the quality of patient care.

Medical professionals often face demanding workloads, emotional challenges, and long hours, which can significantly impact their enthusiasm and commitment to their roles. Job motivation directly influences their productivity, decision-making, and willingness to go beyond basic duties, all of which are critical in providing optimal patient care. Motivated healthcare workers are more likely to stay engaged, reduce errors, and build positive relationships with patients and colleagues. The psychological state of medical professionals directly affects the quality of care they provide. Promoting their well-being ensures better patient outcomes and enhances the overall healthcare system's effectiveness.

Organizational Climate:

It is the extensive feel that summarizes the work atmosphere and affects the interaction among individuals in the office. It also showcases the existing environment, perception, and attitudes inside the walls of an organization. Organizational climate exhibits the exchanged experiences, values, and norms of the individuals working in the organization as formed by several factors involving leadership styles, communication patterns, physical work as well as organizational practices and policies.

Organizational climate,according to Campbell, can be defined as a collection of characteristics unique to a certain organization that may be derived from the way that organization interact with its surroundings and its people. For each member of the organization, the climate is a collection of attitudes and experiences that define the organization's behavior, outcome, and potential outcomes, as well as its static attributes (like degree of autonomy).

According to Evans (1996),organizational climate is a system that helps in comprehending the issues and difficulties that organizations face. It is defined as a collection of opinions that people hold regarding various facets of their jobs within the organization.

Dimensions of Organizational Climate:

1. **Reward:** The degree to which employees feel valued and recognized for their contributions.
2. **Warmth:** The level of friendliness, openness, and genuine care among team members.
3. **Support and Commitment:** The extent of encouragement and dedication provided by the organization and its members.
4. **Structure:** The clarity of roles, responsibilities, and organization of tasks within the workplace.
5. **Risk and Conflict:** The openness to taking risks and the approach to handling conflicts constructively.
6. **Standards:** The expectations set for performance quality and adherence to professional norms.

Job Motivation:

It comprises traits like energy, drive, and enthusiasm that employees and individuals contribute to their work designations. It includes the external and internal focus that encourages individuals to achieve goals, showcase efforts, survive, and succeed in the challenges they encounter within the organizational space.

"*Motivation,* according to **Edwin B. Flippo**, *is the process of influencing people to comply with your will, through the possibility of benefit or reward."*

"**Dalton E. McFarland** ***defines motivation as the process by which human behavior is guided, controlled, or explained by urges, drives, desires, aspirations, and strivings.****"*

The dimensions of Job Motivation are:

1. **Intrinsic Motivation:** Motivation is driven by internal satisfaction and personal interest in the task itself.

2. **Extrinsic Motivation:** Motivation fueled by external rewards or pressures, such as money, recognition, or avoiding negative outcomes.

Psychological Well-being:

The concept of well-being encompasses various dimensions, including happiness, energy, leisure, self-acceptance, contentment, and environmental awareness. It also involves the experience of life satisfaction, the presence of positive emotions (such as interest, love, surprise, and pleasure), and the absence of negative feelings (like anxiety, depression, and stress). A wealthy individual may experience unhappiness, while someone with fewer resources may find joy. Well-being fundamentally relates to how one perceives and interprets their life circumstances. Financial wealth, possessions, power, and status offer only a limited sense of well-being. Carol D. Ryff, hypothesis is well-known under the term, Six-factor Model of Psychological Well-Being. It is as follows -

1. **Autonomy:** The ability to make independent choices and feel in control of one's actions.
2. **Environmental Mastery:** The capacity to manage and adapt effectively to life's demands and surroundings .
3. **Personal Growth:** The ongoing process of developing one's potential and expanding self-knowledge.
4. **Positive Relations with others:** Having meaningful, trusting, and supportive relationships.
5. **Purpose in Life:** A sense of direction and meaningful goals that give life significance .
6. **Self-acceptance:** Recognizing and embracing one's strengths and limitations with a positive attitude.

Review of Literature:

Bhullar Kaur (2013) scrutinized the spiritual intelligence level of teachers concerning their sex, experience of teaching and type of school. The sample test included 600 teachers in total (200 teachers from private schools, 200 from aided schools, and 200 from government schools) educating in distinct secondary schools of Amritsar district. According to the conclusion of the study, the private, government, and schools largely affected the organizational climate and

spiritual intelligence of teachers. Additionally, female teachers are more concerned with organizational climate & spiritual intelligence than male teachers.

A study was led by nurses of multi-specialty private hospitals by Siva Kumar et al. (2014). The study aims to discover how respondents' demographic factors relate to both work motivation and organizational climate. A study was conducted in Coimbatore hospitals in which data was accumulated from 565 people through questionnaires. The investigation's results exhibit crucial variances among diverse dimensions of organizational climate , dimensions of job satisfaction , and the respondent's age. Moreover, with exception of autonomy in association with the degree of the respondents, there were differences discerned in organizational climate and job satisfaction dimensions.

Teachers' perceptions of organizational atmosphere were examined by Shalmani et al. (2015). Examining the relationship between gender and teachers' perceptions of organizational climate was the first goal of the study. The second goal was to examine how different kinds of schools affected teachers' perceptions of organizational climate. Data analysis was done using descriptive statistics & contingency coefficients. The results demonstrated that, at 0.05 level, teachers' perception of the organizational climate of the school had a strong correlation with both gender and type.

The work motivation and job satisfaction of secondary school teachers were examined concerning various demographic factors by Gupta et al. (2013) comparison research. The present study aimed to examine the work motivation and job satisfaction of secondary school teachers using significant demographic variables. Gender, school type, teaching experience, and educational background were the independent variables. Using a descriptive survey method, the investigation was conducted. 400 secondary school teachers who worked in Rohtak Division schools that were associated with the HBSE made up the sample, which was chosen using the Multi-Stage Random Sampling approach. The conclusions showed that: (i) there was no difference between female and male teachers' job satisfaction and work motivation ; (ii) there were differences between teachers employed by government and private schools, as well as between more and less experienced teachers, in terms of their job

satisfaction and work motivation . iii) Teachers with graduate and post-graduate degrees were shown to have significantly different work motivations .

Amardeep and Preet (2017) conducted a study on State and Private University teachers with a sample of 280 Teachers (150 from a state university and 130 from private universities) in Hyderabad to examine the impact of Organizational Commitment on Work Motivation. Private university teachers displayed extrinsic motivation whereas the state university teachers' results reveal that they are intrinsically motivated and the intrinsic motivation had a positive impact on overall organizational commitment among state university teachers. On the other hand, a positive influence of overall organizational commitment was discovered in both overall work and intrinsic motivation among private university teachers.

Bhosale (2014) conducted a study in which the concentrated on the subjective element of well-being across women of professional groups. The research was conducted on 100 working females from five diverse professions were selected for the research. Engineers, doctors, administrators, educators, and executives were among the vocations. It was found that administrators encounter the least comparing diverse groups of working women across different domains of well-being, consisting of 'life satisfaction, positive affect experience, and negative affect experience', it was discovered that teachers and doctors experience the most happiness, whereas administrators encounter the least. Middle posts were allotted to executives and engineers. According to the results, it was expected that the workplaces of working women will bear as a safeguard against these damaging obstacles wherein they deal with hardships and stressors regularly as a fact of life.

Dadhania (2015) studied the psychological and emotional health of teenage boys and girls. A sample size of 80 adolescents, was selected for the study of random sampling. Out of these, 40 boys & 40 girls of 10th standard were chosen at random from the city of Junagadh, and assessed with the help of psychological well-being and mental health tests measures. The results illustrated considerable differences in the psychological well-being and mental health of both adolescent boys & girls.

The study conducted by Honmore and Jadhav (2015) examined these factors concerning the psychological well-being of college students on gender & optimistic outlooks among college students. Two hundred first-year students from various colleges in Sangli and Islampur, Maharashtra, participated in the study, with an equal distribution of 100 females and 100 males. These discoveries displayed that, in comparison to their female counterparts , male students indicated higher psychological well-being in the Mental Health category. Remarkably, the majority of research participants inhabited semi-urban or rural backgrounds distinguished by rooted traditional constraints and norms on women within a primarily male-dominated culture.

Objectives:-

1. To examine the impact of Organizational Climate and Job Motivation among medical professionals.
2. To analyze the influence of Organizational Climate and Psychological Well -being among medical professionals.
3. To explore the effects of all the dimensions of Organizational Climate i.e. Warmth , Reward , Structure , Support and Commitment , Standards , Risk and Conflict and all the dimensions of Job Motivation i.e. Extrinsic and Intrinsic among medical professionals.
4. To investigate the effects of all the dimensions of Organizational Climate i.e. Warmth , Reward , Structure , Support and Commitment , Standards , Risk and Conflict and all the dimensions of Psychological wellbeing i.e. personal growth , positive relations with others , autonomy , purpose in life , self-acceptance , and environmental mastery among medical professionals.

Hypothesis:-

$\boldsymbol{H_1}$**:**Organizational Climate will have a significant relationship with Job Motivation among medical professionals.

$\boldsymbol{H_2}$**:**Organizational Climate will have a significant relationship with Psychological Well-being among medical professionals.

$\boldsymbol{H_3}$**:** The dimensions of Organizational Climate , including Warmth , Reward , Structure , Support and Commitment ,Standards , Risk and Conflict , will have a significant relationship

with the dimensions of Job Motivation , Extrinsic and Intrinsic motivation, among medical professionals.

$\boldsymbol{H_4}$**:** The dimensions of Organizational Climate such as Warmth , Reward , Structure , Support and Commitment , Standards , Risk and Conflict , will have a significant relationship with the dimensions of Psychological Well-being , including personal growth , positive relations with others , autonomy , purpose in life , self-acceptance , and environmental mastery among medical professionals.

Research Methodology:

Research design: The study will adopt a focused survey on medical professionals. Hence, it will be a Descriptive research.

Research Method	**Research Tool**	**Core Area**	**Sub-Area**	**Variables Studied**	
Focused survey	Standardized Assessment measures	Psychology	Organizational Psychology	Independent variable	Organizational Climate
				Dependent variable (s)	Job Motivation
					Psychological well -being

Sample: The sample of the study will be 300 medical professionals. They will be selected randomly from Gandhinagar and Ahmedabad, respectively. The age range of the participants will be 30-60 years. The sample will be taken from 3 years and above of work experience.

N = 300

Universe of Study	Ahmedabad	Gandhinagar
Sampling type	Random sampling	
Method	Focused survey	
Gender	Male	Female
Age range	30-60 years	
Work experience	3 years and above	

Tools:-

i. Organizational Climate Scale- It was adapted by "Giles and Heyart" in 2010; 2011. It consists of 22 items scale and it encompasses six dimensions- Warmth , Reward , Structure , Support and Commitment , Standards , Risk and Conflict .Each item has 5 alternatives and out of them one alternative has to be selected.

ii. Job Motivation Scale- This scale was developed by "Akhtar and Manju" in 1992. It consists of 28 items divided to intrinsic and extrinsic. Given that it is a five-point scale, each item is rated on a scale ranging from 5 to 1.

iii. Psychological Well-being Scale- Developed by renowned psychologist "Carol D. Ryff" it comprises 42 highly reliable items. The scale , featuring six dimensions utilizes a 6-point scale where respondents select one alternative from the provided options .

Statistical Analysis: The statistical tests employed for the analysis will align with the study's objectives and will be chosen based on their appropriateness for the research context.

Proposed Chapterization for the Research Study

Chapter No.	Title
Chapter 1	**Introduction**
1.1.	Organizational Climate
1.2	Job Motivation
1.3	Psychological Well-being
Chapter 2	**Review of Literature**
2.1	Studies on Organizational Climate
2.2	Studies on Job Motivation
2.3	Studies on Psychological Well-being

Chapter 3	**Research Methodology**
3.1	Objectives
3.2	Hypothesis
3.3	Research Design and Sampling Framework
3.4	Tools
	Tool 1-Organizational Climate Scale by "Giles and Heyart"
	Tool 2- Job Motivation Scale by "Akhtar and Manju"
	Tool 3- Psychological Well-being Scale by " Carol D. Ryff"
3.5	Statistical Analysis
Chapter 4	Data Analysis
Chapter 5	Findings ,Interpretation & Discussion and Conclusion
	Limitations /Future References
	References
	Appendices

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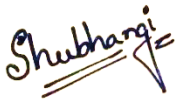

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